

# City of San Diego

## Retirement Savings Benefits

### **Mandatory Plans**

Supplemental Pension Savings Plans-H (SPSP-H)

- General employees contribute 9.2%
- Safety employees contribute 11%
- No Standard Hours employees contribute 3.75%

Employee contributions are pre-tax. The City matches all mandatory employee contributions.

### **Voluntary Plans**

401(k)

457(b) Deferred Compensation

Employee contributions are pre-tax. Employees are able to contribute up to the annual IRS limits. The City does not match employee contributions for the plans listed above.

### **Post Employment Health Reimbursement Arrangement**

Retiree Medical Trust

Eligible employees contribute 0.25%. Employee contributions are pretax. The City matches employee contributions.

